

# Lead, Capability Learning Solutions

Job ID  
REQ-10024422  
Nov 18, 2024  
India

## About the Role

Location: Hyderabad

### Major Accountabilities

- Apply consultative skills to assess skill gaps and prioritize learning needs that are aligned with business goals and objectives.
- Initiate and facilitate discussions with business leaders, stakeholders, and subject matter experts to drive clear learning outcomes, goals, timelines, and target populations; all tied to the strategic needs of the business.
- Synthesize information from various sources or contexts to “connect-the-dots” which will align strategies, groups and/or individuals across the organization.
- Lead the learning project team, applying project management principles, processes, and tools to ensure on time and on budget delivery of training projects.
- Track, assess, and communicate project status with team members and stakeholders routinely.
- Develop and execute effective communication plans and campaigns aligned with project and audience needs across multiple channels.
- Design and deliver presentations aligned to audience, including senior leaders.
- Design and implement business impact measures across learning solutions to assess effectiveness. Continuously monitor and analyze learning outcomes and apply insights to improve impact of learning programs.
- Directly responsible for driving stakeholder satisfaction by delivering the best customer experience, quality of learning solutions, and positive impact to the business.
- Manage vendor relationships and external partnerships to ensure quality and cost-effective delivery of learning solutions.
- Stay updated on industry trends and best practices to ensure the continuous improvement of learning deliverables.

### Experience/ Professional requirement

- 5+ years of relevant experience preferably within pharmaceutical industry / consultancy.
- Demonstrated experience in consulting with business leaders and designing and implementing impactful learning strategies.
- Strong business acumen and ability to translate business priorities and challenges into learning solutions.
- The ability to be curious, flexible and have a growth mindset.
- Excellent communication, presentation, and facilitation skills, with the ability to influence and engage stakeholders at all levels.

- Strong project management and organizational skills, with the ability to manage multiple priorities and deadlines.
- Ability to work independently and collaboratively with cross-functional teams.
- Attention to detail and commitment to quality.
- Deep knowledge of adult learning theory and practice.

#### Accessibility and accommodation

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## Role Requirements

**Why Novartis:** Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

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Division

Development

Business Unit

Innovative Medicines

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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